

LIMITED OFFICIAL USE

VIENNA 9981

VZCZCVII *

RR RUEHC RUEHLD RUQMOG

DE RUEHVI #9981 224 **

ZNY CCCCC ZZH

R 121521Z AUG 82

FM AMEMBASSY VIENNA

TO RUEHC/SECSTATE WASHDC 4890

INFO RUEHLD/AMEMBASSY LONDON 7567

RUQMOG/AMEMBASSY NICOSIA 0942

BT

CLASS: LIMITED OFFICIAL U

CHRG: PROG 08/12/82

APPRV: ADM:JRYODZIS

DRFTD: ADM:JRYODZIS

MECKES

CLEAR: NONE

DISTR: CHARGE A/DCM ADM

PER FBIS FILES

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E.O. 12356:N/A

TAGS:APER, AFSP

SUBJECT: FAAS FOR FBIS FSN PERSONNEL

REF:STATE 208079

FOR EUR/EX AND PER/FSN

1. FBIS RECEIVES VERY LIMITED SERVICES FROM THE EMBASSY PERSONNEL OFFICE EXCEPT FOR TELEGRAPHIC SUBMISSION OF BIWEEKLY PAYROLLING AND USE OF THE MISSION COMPENSATION PLAN. THE CHIEF OF FBIS HAS WORKED OUT POSITION LEVELS FOR THE AGENCY'S CLERICAL/OFFICE PERSONNEL USING THE STANDARDIZED POSITION DESCRIPTIONS. FBIS PROFESSIONAL STAFF LEVELS, HOWEVER, ARE NOT DETERMINED THROUGH THE USE OF THE STANDARDIZED DESCRIPTIONS, ALTHOUGH THE CHIEF OF FBIS HAS INFORMED THE EMBASSY PERSONNEL OFFICER THAT HE WOULD GLADLY DO SO IF ACCURATE POSITION DESCRIPTIONS WERE DEVELOPED FOR HIS PROFESSIONAL STAFF.

STAT

3. THERE ARE NO COSTS EFFECTED BY 1.2. SERVICES ON FACTOR B ON SCHEDULE 6. HOWEVER, THE CHANGE IN FAAS 5 BOTTOM LINE PERCENTAGE FROM 5.5 PCT. TO 5 PCT. DECREASES THE INDIRECT COST BY \$246.00. SINCE THE AMOUNT IS SO SMALL, THE FAAS 5 BOTTOM LINE PERCENTAGE IS NOT EFFECTED AND REMAINS AT 0.8 PCT.

4. WE HAVE USED MAY/JUNE 1982 FAAS SUBMISSION FOR THE ABOVE INFORMATION.

5. FBIS WITHDRAWAL FROM THE INTERAGENCY FSN POSITION CLASSIFICATION SYSTEM HAS HAD NO EFFECT WHATEVER ON THE MORALE OF OTHER FSN'S IN VIENNA. INDEED, BECAUSE OF ITS PHYSICAL LOCATION IN THE CITY, DISTANT FROM OTHER USG OFFICES, AND THE UNIQUE NATURE OF ITS WORK THAT RARELY IMPINGES ON THE DAY TO DAY OPERATIONS OF THE EMBASSY ITSELF, FEW FSN'S ARE EVEN AWARE OF THE FACT THAT FBIS NO LONGER OFFICIALLY ADHERES TO THE STANDARDS OF THE INTERAGENCY SYSTEM. THOSE THAT ARE, READILY ACKNOWLEDGE THAT THE MONITORING JOBS HELD BY THE HIGHER PAID EMPLOYEES OF FBIS ARE SIMPLY NOT APPROPRIATE TO THE STANDARDS AS THEY PRESENTLY EXIST. AS STATED ABOVE, OTHER EMPLOYEES OF FBIS,

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INCLUDING ALL OF ITS CLERICAL/OFFICE STAFF, ARE BEING GRADED
ACCORDING TO THE INTERAGENCY CLASSIFICATION SYSTEM, AND ARE BEING
PAID THE SAME SALARY AS OTHER FSN'S DOING SIMILAR WORK. THIS IS NOT
TO SAY THAT THE DEPARTMENT SHOULD NOT REDOUBLE ITS EFFORTS TO
ESTABLISH APPROPRIATE STANDARDS FOR FBIS'S PROFESSIONAL EMPLOYEES,
WITH THE AIM OF BRINGING THE AGENCY BACK "INTO THE FOLD", BUT IS
INTENDED TO EMPHASISE THAT THE FBIS WITHDRAWAL FROM THE SYSTEM POSES
- AT LEAST FOR THE PRESENT - NO EMPLOYEE/MANAGEMENT PROBLEMS FOR THE
POST NOR HAS IT HAD ANY DISCERNIBLE EFFECT ON EMBASSY WIDE FSN
MORALE. POLANSKY

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